

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 146 - SB 378

February 22, 2015

SUMMARY OF BILL: Prohibits employers from terminating employees who are canine search and rescue volunteers solely because such volunteer is absent from work or is late to work in order to respond to a search and rescue. Authorizes employers of employees who are canine search and rescue volunteers to charge against the employee's pay any time the volunteer has responded to an emergency. Authorizes any employer of a canine search and rescue volunteer to require notice from the rescue organization that the employee missed work due to their response to an emergency. Authorizes canine search and rescue volunteers to be permitted to leave work in order to respond to fire calls or search and rescue operations during the employee's regular hours of employment without loss of pay, vacation time, sick leave, or earned overtime accumulation. Authorizes the employee, who is a canine search and rescue volunteer, to take off the next scheduled work period within twelve hours following the emergency response as a vacation day or sick leave day without loss of pay, if the employee assisted in fighting the fire or search and rescue for more than four hours; if such employee is not entitled to a vacation day or sick leave day, then the employee may be permitted to take off the work period without pay.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Based on the information provided by the Municipal Technical Advisory Service (MTAS) and the County Technical Advisory Service (CTAS), this bill will not impact operations of local government.
- The Department of Labor and Workforce Development (DLWD) confirms that there is no operational impact to the department as a result of this bill.

IMPACT TO COMMERCE:

Other Commerce Impact – The provisions of this bill could lead to increased business expenditures if an employer, who employs a canine search and rescue volunteer, is required to hire a temporary replacement worker for any time the volunteer is responding to an emergency that would otherwise be work time for the volunteer. Any impact to business revenue is estimated to be not significant. Potential additional temporary worker positions as a result of additional employees being away from the workplace when responding to emergencies.

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Assumption:

- Enactment of this bill could lead to additional temporary work positions and increased labor expenses for employers that employ canine search and rescue volunteers. The extent of any such impacts are unknown because they are dependent upon unknown factors such as the extent of canine search and rescue volunteers, the extent such individuals are employed, and the extent to which emergencies occur that require the volunteer's response.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink, appearing to read "Jeffrey L. Spalding". The signature is fluid and cursive, with the first name "Jeffrey" and last name "Spalding" clearly distinguishable.

Jeffrey L. Spalding, Executive Director

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